

## **ABSTRACT**

**RESEARCH PAPER:** Evaluation of New Graduate Nurses' Perceptions of Mentoring

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Mentoring new registered nurses helps to ensure a successful transition to professional practice (Beecroft, Santner, Lacy, Kunzman & Dorey, 2006). The purpose of this study is to evaluate specific components of new registered nurse satisfaction of a nurse mentoring program: (a) the compatibility of the mentor/mentee; (b) perceptions of guidance and support; (c) socialization into the profession; (d) the benefits of role model acquisition of professional behaviors; (e) maintenance of contact between the mentor/mentee; and (f) overall satisfaction with the mentorship program. This is a modified replication of Beecroft *et al.*'s (2006) study which was part of a larger study. The framework for the study is based on Borich and Jemelka's (1982) Education Decision Model for Program Evaluation, and Gefke's (1999) Six Phases of Mentoring. The anticipated sample is 200 new registered nurses who have completed a mentoring program within the past 2 years while employed at Community Health Network located in central Indiana. Community Health Network is a healthcare organization which includes 8 acute care hospitals throughout the central Indiana area. An eight question

survey tool designed by Beecroft et al. (2006) will be used to measure the study variables. Information about the new registered nurse perception of mentoring programs will be helpful in restructuring future mentoring programs.